

**Compilation Summary of Points for Standards for Evaluation of Superintendent**

Check one:

Interim Evaluation

☒ Summative Evaluation

School Board member scores are recorded in the box corresponding to the assigned number for each standard. Points are totaled for each standard and as a total for the instrument. Final Total equates to Point Range Rubric attached.

<b>Standard I. Leadership and District Culture</b>							
This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate and understanding multi-cultural and ethnic differences.							
Griffin *1	Kurdell 5	Edgecomb 4	Olson 4	Stuart 2	Valdes 1	White 5	Total Points: 22
<b>Standard II. Policy and Governance</b>							
This standard focuses on the superintendent working with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating appropriate school governance for staff, students and the community at large.							
Griffin *1	Kurdell 4	Edgecomb 4	Olson 4	Stuart 3	Valdes 1	White 4	Total Points: 21
<b>Standard III. Communications and Community Relations</b>							
This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.							
Griffin *1	Kurdell 5	Edgecomb 4	Olson 4	Stuart 3	Valdes 1	White 4	Total Points: 22
<b>Standard IV. Organizational Management</b>							
This standard requires the superintendent to gather and analyze data for decision making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.							
Griffin 1	Kurdell 4	Edgecomb 4	Olson 4	Stuart 4	Valdes 1	White 3	Total Points: 21
<b>Standard V. Human Resource Management</b>							
This standard requires the superintendent to ensure that there is a staff performance evaluation system in place. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.							
Griffin *1	Kurdell 4	Edgecomb 4	Olson 4	Stuart 2	Valdes 1	White 4	Total Points: 20
<b>Standard VI. Instructional Leadership</b>							
This standard emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also centers on applying research and best practices with respect to diversity sensitivities.							
Griffin 1	Kurdell 4	Edgecomb 5	Olson 4	Stuart 4	Valdes 1	White 4	Total Points: 23
<b>Standard VII. Curriculum Planning Development</b>							
This standard focuses the superintendent's skills in keeping current with the latest designs in curriculum, teaching, learning, and testing theories. It requires the superintendent to recommend the use of electronics and other learning technologies as required.							
Griffin 1	Kurdell 4	Edgecomb 5	Olson 5	Stuart 4	Valdes 1	White 5	Total Points: 25
<b>Standard VIII. Values and Ethics of Leadership</b>							
This standard stresses the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires the superintendent to exhibit multi-cultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.							
Griffin *1	Kurdell 5	Edgecomb 4	Olson 5	Stuart 3	Valdes 1	White 5	Total Points: 24
<b>Standard IX. Labor Relations</b>							
This standard requires the superintendent to provide technical advice to the board during labor negotiations, and/or to keep the board apprised of negotiations status, to understand and effectively administer negotiated labor contracts and to keep abreast of legislative changes affecting collective bargaining processes.							
Griffin *1	Kurdell 5	Edgecomb 5	Olson 5	Stuart 4	Valdes 1	White 5	Total Points: 26
Total 9	Total 40	Total 39	Total 39	Total 29	Total 9	Total 39	TOTAL Points: 204
*Zero is not an option on this rubric							
_____ Board Chair Signature					_____ Date		
_____ Superintendent's Signature					_____ Date		

**School District of Hillsborough County - 2012-2013**  
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Attachment A

**Point Range Rubric**

<b>Outstanding:</b>	<b>5</b>
<b>Above Satisfactory:</b>	<b>4</b>
<b>Satisfactory:</b>	<b>3</b>
<b>Conditional:</b>	<b>2</b>
<b>Unsatisfactory:</b>	<b>1</b>

**Total Point Range for Outstanding:                      284 - 315 points**

The performance of the Superintendent surpasses required standards in an outstanding manner, consistently producing exemplary work that far exceeds the expected impact on district goals and priorities.

**Total Point Range for Above Satisfactory:                      221 - 283 points**

The performance of the Superintendent surpasses required standards, consistently producing exemplary work to impact district goals and priorities.

**Total Point Range for Satisfactory:                      158 – 220 points**

The performance of the Superintendent consistently fulfills standards resulting in quality work that affects district goals and priorities in a positive manner.

**Total Point Range for Conditional:                      95 – 157 points**

The performance of the Superintendent inconsistently meets standards resulting in less than quality work performance where district goals and priorities need improvement.

**Total Point Range for Unsatisfactory:                      94 points or below**

The performance of the Superintendent does not adequately fulfill responsibilities, resulting in unsatisfactory work performance and negatively influencing district goals and priorities.